

# The Constructive Criticism Manifesto



## 6 Steps To Provide Helpful Critique

- 1. Use the Feedback Sandwich method**  
(a. Talk about the strengths; b. Share areas of improvement; c. Share positive results if areas are addressed)
- 2. Focus on the situation, not the person**  
(Don't attack the person)
- 3. Be specific with your feedback**  
(The more specific, the better)
- 4. Comment on things which can be actioned upon**  
(Not things which are fixed and can't be changed)
- 5. Give recommendations on how to improve**  
(Don't just critique; be helpful too)
- 6. Don't make assumptions**  
(Focus on what you see, not what you think you know)

# Constructive Manifesto

**Ying-Ying Zheng**



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